



REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

Date: 2/22/2017	Interviewer: Mallory Sullivan	RFA #17 – 19
Name of Person(s) Requesting Assistance: [REDACTED]		
Contact Numbers (telephone, e-mail, etc.):		
Status of Person(s) Interviewed (title, position, student status, etc.): Student		
Requested Assistance Pertaining To (name, position, policy, project, etc.): Concerns regarding discrimination in RA incident investigation (race, sex).		

To the best of your knowledge, please fill out the following:

Interviewee Status: Male Female Administrator Faculty Staff Student
Concern Regarding: Male Female Administrator Faculty Staff Student

Category: (Please check at least one)

- | | | | | |
|--|--|---|-------------------------------------|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Color | <input type="checkbox"/> Creed | <input type="checkbox"/> Disability | <input type="checkbox"/> Veteran Status |
| <input type="checkbox"/> Marital Status | <input type="checkbox"/> National Origin | <input checked="" type="checkbox"/> Race | <input type="checkbox"/> Religion | <input type="checkbox"/> Retaliation |
| X Sex/Gender | <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Employment | <input type="checkbox"/> Genetic Information |
| <input type="checkbox"/> Gender Identity or Expression | | | | |

Time Line		
Date	Item	Comments
2/22/2017	[REDACTED] submitted Bias Incident Report	Raising concerns regarding RA [REDACTED] investigation (describes facts of CARE report [REDACTED]).
2/22/2017	MS call to [REDACTED]	Call to set meeting. Informed wrong number.
2/22/2017	MS email to [REDACTED]	Email to set meeting.
2/22/2017	[REDACTED] visit to EOO	[REDACTED] stopped by the EOO office to talk. MS was unable to meet with [REDACTED] for a full meeting, but talked with him briefly about the concerns in the bias incident report and informed his about retaliation. MS informed [REDACTED] that a full meeting would be best and set a meeting for 3/1/2017. MS wrote appointment information on business card for [REDACTED].
2/26/2017	CARE Report	CARE Report involving concerns about [REDACTED] from Resident [REDACTED].
2/26/2017	CARE Report	CARE Report involving concerns from [REDACTED] about Resident [REDACTED].
2/26/2017	CARE Report	CARE Report involving concerns [REDACTED] about Resident [REDACTED] [REDACTED].

3/1/2017	EOO Appointment	████████ did not show for appointment
3/2/2017	MS email to █████	Email to reschedule missed appointment. Hailey Chittick coordinated appointment. █████ did not respond to email offering appointment.
3/7/2017	█████ email to MS	"We have news in, I was verbally threatened by a resident's boyfriend, who is related to my complaint. Can I meet sometime this week ASAP?"
3/8/2017	MS email to █████	Email to schedule meeting.
3/9/2017	█████ email to MS	█████ would prefer to wait until spring quarter to meet.
3/10/2017	MS email to █████	Set appointment for 3/28/2017 (first week after spring break).
3/10/2017	█████ email to MS	█████ confirmed 3/28 appointment.
3/28/2017	EOO Appointment	█████ did not show for appointment.
3/29/2017	█████ visit to EOO	█████ stopped by EOO and said he did not wish to reschedule.
3/30/2017	MS email to █████	Confirming that █████ does not wish to reschedule and informing that EOO is still available to meet with him if he has continued discrimination concerns.
3/31/2017	█████ visit to EOO	█████ stopped by EOO. MS briefly spoke with █████ who was concerned about a recent adjustment to his housing. MS asked █████ if he would be willing to schedule an appointment to meet with him to hear more about his concerns. Student agreed and said that next week (week of 4/3/2017) would work for his schedule).
3/31/2017	MS email to █████	Email with appointment 4/5/2017 asking █████ to confirm appointment
3/31/2017	MS & SGS call to Scott Leppla	Call to inquire about housing issue. Issue was resolved, at least in part.
4/5/2017	MS and MC meet with █████	MS and MC met with █████ at EOO office to discussed concerns raised in bias incident report. █████ shared that he felt that his RA █████ discriminated against him, as a white male, when he asked other █████ residents if they "were aware of anymore instances of █████ racially profiling people." █████ believes RA █████ made this statement after drawing conclusions about █████ because he is a white male. █████ felt that █████ was drawing a conclusion about him that was incorrect and that █████ was calling him a racist, which offended him. MC and MS explained the RA follow-up process and how RAs are required to look into reports to determine what occurred when residents come to them with concern. Here, this could have been RA █████ looking into this more, as opposed to drawing conclusions. █████ understood this. As next steps, █████ expressed that he wanted RA █████ to be required to take a political science class or for EO to remove █████ from his RA position. MC and MS explained to █████ that those are not typical outcomes from our office and were not outcomes that we could guarantee. MC and MS explained that we would be willing to have a follow-up conversation with RA █████ about the impact of his statements on █████ and to follow-up with █████ about that meeting. █████ agreed on these next steps.
4/14/2017	MS met with █████	MS spoke with RA █████ regarding the concerns █████ shared about leading residents to a conclusion by asking if they "were aware of anymore instances of █████ racially profiling people." █████ acknowledged that he could have worded the questions differently, but stated that he was inquiring into multiple concerns raised from residents about culturally insensitive comments from █████. RA █████ looked into the concerns, which ultimately

		did not result in sanctions for [REDACTED]. RA [REDACTED] shared that the group of students [REDACTED] was hanging out with before "just seems to have a lot of drama" and that even though [REDACTED] does not spend time with them anymore that they have had new issues that have come up. When the initially learned that [REDACTED] has a short fuse" they may have teased him about this with small things that would set [REDACTED] off. RA [REDACTED] shared that [REDACTED] appears to be doing well now. MS shared information about the role of the EO office, confidentiality, and retaliation.
4/27/2017	MC and MS met with [REDACTED]	MS and MC explained what RA [REDACTED] shared, that he could have worded the questions differently, but his purpose was to follow-up on concerns raised by other students. [REDACTED] was informed that other students had talked to [REDACTED] about concerns re: [REDACTED] and comments he had made (such as those about [REDACTED]) and that [REDACTED] question was not based on his own personal concerns about [REDACTED]. [REDACTED] understood this and had previously thought that [REDACTED] "had something against" him. [REDACTED] was satisfied with this outcome and glad that a conversion took place with [REDACTED]. [REDACTED] was asked if he had anymore questions or concerns about this issue and he stated that he did not.